| 1 | WAKANAKISING ODAWAK STATUTE |
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| 2 | AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010 |
| 3 | FAIR EMPLOYMENT |
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| 6 | SECTION I. REPEAL |
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| 8 | SECTION XI. EMPLOYEE LIVING WAGES |
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| 10 | A. In order to maintain a minimum standard of living necessary for health, efficiency and |
| 11 | general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of |
| 12 | Odawa Indians has set forth the following to establish a LTBB Living Wage that is set at |
| 13 | \$10.50 per hour: |
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| 15 | 1. \$8.25 an hour, beginning three months after the legislation is enacted. |
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| 17 | 2. \$9.25 an hour, beginning one year after the legislation is enacted. |
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| 19 | 3. \$10.50 an hour, beginning two years after the legislation is enacted. |
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| 21 | 4. Starting the third year after the legislation is enacted, the Living Wage will be |
| 22 | adjusted annually by the beginning of the fiscal year, based on the Federal Consumer |
| 23 | Price Index. Such living wage will be approved by Resolution by the Tribal Council. |
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| 26 | SECTION II. REPLACE |
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| 28 | SECTION XI. EMPLOYEE LIVING WAGES |
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| 30 | A. In order to maintain a minimum standard of living necessary for health, efficiency and |
| 31 | general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of |
| 32 | Odawa Indians has set forth the following to establish a LTBB Living Wage: |
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| 34 | 1. The LTBB Living Wage shall be based on based on the formula from the |
| 35 | United States Department of Agriculture (USDA) and Native American Housing |
| 36 | Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market |
| 37 | Rent price as found at Rentdata.org, an independent organization; and the basis of |
| | |

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| 1 | the formula is as follows: the rent for an average 2 to 3-bedroom rental housing |
|---|--|
| 2 | cost, multiplied by twelve (12) months, divided by percentage rate of rent required |
| 3 | by NAHASDA (30%) divided by the yearly standard hours of 2080, sets the living |
| 4 | hourly wage. |
| 5 | |
| 6 | 2. The LTBB Living Wage adjustment shall be automatic and shall continue to |
| 7 | increase by three (3) percent at the beginning of each fiscal year unless it is either |

increase by three (3) percent at the beginning of each fiscal year unless it is either

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SECTION III. EFFECTIVE DATE

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Effective upon signature of the Executive or thirty (30) days from Tribal Council approval whichever comes first or if the Executive vetoes the legislation, then upon Tribal Council override of the veto.

repealed or replaced by Tribal Resolution, or Statute.

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CERTIFICATION